

Attendance**ATTENDANCE**

Anne Cameron, Deborah Hawkins, Catherine MacDonald, Shannon MacLean, Faith March-MacCuish, Max Martin, Jane McDonald, Donald Morrison, Janet Sollows.

Regrets**REGRETS**

Alicia Cox, Lesley Hamilton, Peter Hardy.

Welcome and
Opening Prayer**WELCOME AND OPENING PRAYER**

Janet Sollows, President, welcomed the Executive to the meeting. The Executive Minister opened the meeting with devotion and a prayer by Oscar Romero, entitled *A Step Along the Way*.

Quorum and
Constitution of
the Council**QUORUM AND CONSTITUTION OF THE COUNCIL**

The President, Janet Sollows, noted that a quorum was present and constituted the council for the business that properly comes before it.

Acknowledging
the Land**ACKNOWLEDGING THE LAND**

Janet Sollows, President, acknowledged the land on which we gather. We strive to live in right relations and move toward becoming the community that God calls us to be together. We are all treaty people.

Agenda**AGENDA**

It was noted that under correspondence, the letter to the Prime Minister refers to Proposal 4.

MOTION: (Debbie Hawkins/Jane McDonald)

That the agenda be adopted as corrected.

CARRIEDMinutes**MINUTES**

It was noted that under the President's report (RC4) the word *Executive* should be removed from the sentence "...General Council *Executive* meetings,"

MOTION: (Donnie Morrison/Catherine MacDonald)

That the minutes of the October 26, 2020 meeting of the Executive be adopted as amended.

CARRIEDBusiness Arising**BUSINESS ARISING**Handbook for
Lay Members**Handbook for Lay Members**

The Executive Minister updated the Executive on this work, which was discussed at the March 5, 2020 Executive meeting (RC43). The Executive discussed how to carry out this piece of work. Some information would have been available for new member orientation sessions. The Executive Minister will also ask other regions if they have a brochure or template that can be revised for Regional Council 15. There may be some information for what was previously used for delegates from presbyteries. Catherine MacDonald offered to compile this information and prepare a draft brochure for Executive.

HALO Report**HALO Report**

Catherine MacDonald reported that this work is with the committee, but there is no recommendation to bring to this meeting. The Property Committee will also be asked for an update.

CORRESPONDENCECorrespondence

1. **General Council Office** – email from Michael Blair, General Secretary, to confirm receipt of Proposal 1 – Review of the Green Shields Benefits Plan. This proposal will be brought to the next meeting of General Council Executive in the new year.
2. **Regional Council Office** – email to distribute materials for Children’s Sunday, as outlined in Proposal 2 from the Annual Meeting Recall meeting on November 5, 2020.
3. **Letter to Prime Minister** – Copy of letter sent to the Prime Minister of Canada, asking for implementation of the Missing and Murdered Indigenous Women and Girls Report, as outlined in Proposal 4 from the Annual Meeting Recall meeting on November 5, 2020.
4. **Proposal 6** – Responding to our Global Partner KAIROS Palestine. General Council has reported that they are not yet ready to receive proposals for GC44. The proposal will be sent when the call for proposals opens.
5. **Mission and Service** – certificate thanking Regional Council 15 for 2019 donations to Mission and Service of \$1,440,893 (one million four hundred and forty thousand eight hundred and ninety-three).

General Council OfficeRegional Council OfficeLetter to Prime MinisterKAIROS PalestineMission & Service**REPORTS**Reports**PRESIDENT** – Appendix APresident

The President presented the Executive with a report of her recent work. The President added that it has been a particularly busy time with the webinars, recall meeting of the annual meeting, and the Celebration of Ministry Service, all taking place in November. The President also participated in the regional Town Hall, and a virtual service for the installation of Bishop Fyfe.

EXECUTIVE MINISTERExecutive Minister

The Executive Minister reported on her work. All three regions have had annual meetings and celebration of Ministry Services take place. The Executive Minister is in touch with health authorities and provides updates to the regions as guidance changes throughout the pandemic. Currently all three Executives are meeting, and each region is also hosting a town hall update for ministers and congregations. The town halls will continue in the new year. Committee work has been very hopeful, as mandates are updated and members see clearer paths on the work before them. Work continues with the Bermuda Task Group, with another meeting scheduled this week. Christmas preparations are under way, and a message will be sent to the regions. The Executive Minister highlighted the work of the clergy and congregations in the region. Many are weary, but the work is appreciated and we hope that they feel our support.

Committee MinutesCommittee Minutes

The Executive asked what is being done about saving the minutes of the committees. The governance asks that all committees and divisions send minutes to Regional Council Office (Jennifer Taylor), and Archives (Sarah Wallace). Division reports are added as appendices to the Executive minutes and posted on the regional website. An announcement will be prepared for committee chairs and secretaries as a reminder of this essential reporting.

FINANCE AND ADMINISTRATIONFinance and Administration

Jane MacDonald reported that the division has not met since the last Executive meeting and does not have a report to bring to this meeting.

REGIONAL SERVICES AND SUPPORTRegional Services and Support

Donnie Morrison presented the report of the division. The chair highlighted some work of the division, including the new chair for Children, Youth and Young Adults, Paige Fraser. Minutes of the committees are also included in the report of the division. The chair also shared that the Communications Committee is discouraged with the response to the call for stories for a Region 15 newsletter. The Executive discussed ideas to help start the initiative, but also acknowledged fatigue factor at the moment. Congregations have a lot to be proud of for the outreach that they are doing. Perhaps a different congregation could be featured each month as a good news story.

Ministry
Resources

MINISTRY RESOURCES – Appendix C

Anne Cameron, chair, presented the report of the division. The chair started by offering condolences to the chair of the Retiree Support Team on the loss of her husband, Fred Gamble.

The committees of the division have met, and recent decisions are outlined in the report to Executive, included in the appendix. The following motions were brought forward:

Brookdale UC

MOTION: (Anne Cameron/Jane McDonald)

That Regional Council 15 approve the disbanding of Brookdale United Church, McCully Pastoral Charge, effective immediately.

CARRIED

It was noted that trustees have been appointed to work with the Property Committee on the disposition of remaining property.

Part Time
Ministry

MOTION: (Anne Cameron/Catherine MacDonald)

That the Regional Minister be authorized to engage the multiple part time pastoral charges along the south shore of Nova Scotia in discernment about alternative approaches to ministry leadership with a view to future viability and sustainability.

CARRIED

Staff Committee

STAFF COMMITTEE – Appendix D

The Executive Minister reported that the committee met on December 1, 2020. One person has resigned from the committee, but a new member has joined to fill the vacancy. Members include Lesley Hamilton and Derek Elsworth (RC15), Martha Vickers and Debbie Aitken (FSLDW) and Paula Gale and Jim Evans (FDEE). Staff are busy, but weary, as the pandemic has created quite a bit of extra work. Work is beginning on the updated MOU and also a process for annual reviews for staff. The staff committee expect to meet 4 (four) times per year.

United Church
Women

UNITED CHURCH WOMEN – Appendix E

Debbie Hawkins provided the report on the work of the United Church Women (UCW). The UCW representative reported that some units have disbanded based on their inability to fundraise. Some members are really struggling with the lack of ability to provide service during the pandemic, and are not sure what other value they can bring. This does highlight the need to connect and support the local UCW units. Ruth Kennedy has resigned her position to fill the secretary role, and is replaced by Elaine Burrows.

New Business

NEW BUSINESS

PAR Withdrawal
Date

PAR WITHDRAWAL DATE

For individuals in the region who are interested in joining PAR, but are on a fixed income, the timing of withdrawals is very important for financial health. This question was sent to General Council, asking if individuals could choose the withdrawal date however, the response was that the PAR system is not able to change to withdrawal date. The solution recommended was to use CanadaHelps. Executive also suggested that credit card payments may be recommended to individuals. It was also noted that credit card payments will result in further charges to the congregation (removed from the donation).

Anti-Racism
Network

PROPOSAL 3 – ANTI-RACISM NETWORK

The Executive discussed how to proceed with this work, approved at the recall meeting of the Regional Council. The network will be asked to work on a Regional statement for the region to bring to the Executive for approval. This learning process will also involve a review of policies, practices and procedures in the region. The Executive were also reminded that it was also approved that all Executive members need to complete the racial justice training program.

Proposal 3



PROPOSAL 5 – OPPOSITION TO EQUATING CRITICISM OF ISRAEL’S UNJUST ACTIONS WITH ANTISEMITISM

Proposal 5

The Executive agreed that this proposal be referred to Justice, Mission and Outreach to work on an educational piece for our congregations.

Justice, Mission and Outreach

ANNUAL MEETING PLANNING

Annual Meeting Planning

The Executive Minister reported that this committee is currently without a chair or secretary, and there is uncertainty about the location and ability to gather. The Executive discussed the possibility of holding another virtual annual meeting. There is still much uncertainty about when the vaccine will be available, and what restrictions will still be in place. It was agreed that advance notice for planning would be helpful to make a much more meaningful meeting experience.

MOTION: (Jane McDonald/Shannon MacLean)

That the annual meeting of Regional Council 15 be held virtually on May 27-30, 2021, and that planning begin for webinars, workshops, retiree and jubilarian celebrations, business, and worship for the meeting.

CARRIED

Catherine MacDonald offered to work on the retiree and jubilarians celebration.

FUTURE DIRECTIONS/STRATEGIC PLAN UPDATE

Future Directions Strategic Plan

Jeff Chant was unavailable for this meeting, so this update will be held for the next meeting of the Executive. Catherine MacDonald and Shannon MacLean reported that the work is progressing and that some really good work is coming from the committee.

MINISTRY PERSONNEL

Ministry Personnel

The Executive discussed a meaningful way of supporting ministry personnel who are facing exhaustion from the work load and pastoral support they have been providing during the pandemic. A worship service is being prepared for the Pastoral Charges and Ministry Personnel by the eastern regions for December 27, so they are able have a break. A letter will be prepared to encourage congregations to allow the minister to have a physical break, and to take some restorative time.

ADJOURNMENT

Adjournment

Having no further business, the meeting adjourned.

NEXT MEETING

Next Meeting

The next meeting of Executive is March 4, 2021 at 6:00pm.

BENEDICTION

Benediction

The President closed the meeting with prayer.

Janet Sollows
President

Faith March-MacCuish
Executive Minister

Appendix A**PRESIDENT'S REPORT**

President's Report
Regional Council 15 Executive Meeting
December 7, 2020

The past few weeks have been busy ones. At the beginning of November, we had the Webinar and the Recall Meeting. I received positive feedback about the meetings. People seemed pleased with the information shared and with the voting procedures.

On November 8, we were finally able to hold the Celebration of Ministry service at First United Church in Truro. Everything went well except that the livestreaming didn't work. The service was recorded and people were able to watch at a later time.

I attended the Division of Regional Support and Services meeting by Zoom. I would be more than happy to attend any division or committee meeting as ex officio, if I'm available. Each committee has their own bit of work to do and I enjoy learning more and more about our Region's work. Unrelated to my President's position but related to Region 15 work, I had insights into the work of the Licensing Committee and the Incorporated Ministries Committee this month. I was interviewed by the Licensing Committee to renew my standing as a Lay Licensed Worship Leader and was re-licensed! Through my position as Secretary of the United Church Camp Meeting Association (Berwick Camp), I've been working with the Incorporated Ministries Committee, especially in updating our by-laws.

At the Celebration of Ministry service, I learned of the death of Rev. Kenley MacNeil. The family requested that David Hewitt represent Region 15 at the funeral. Due to travel restrictions, David was not able to attend in person but sent greetings. I was able to watch the funeral. Kenley was my minister in Yarmouth for an Intentional Interim period. The Region will miss his wisdom and dedication to ministries such as the Tatamagouche Centre.

I was invited by the Anglican Diocese to attend the Installation of Rev. Sandra Fyfe as bishop for Nova Scotia and Prince Edward Island. I had planned to attend virtually, however, the whole service ended up being virtual due to the new restrictions for the Halifax area.

Finally, I took part in the Town Hall meeting on December 2 and will be taking part in a Bermuda Task Force meeting on December 11. I would like to thank each Executive member for your work this past year and wish you a blessed Christmas and wonder-filled new year.

Respectfully submitted,

Janet Sollows,
President, Regional Council 15

Appendix B**REGIONAL SERVICES AND SUPPORT**

Divisional Reports to Regional Council Executive
Regional Council 15

Division Name: Regional Services and Support

Committee Names within the Division

Faith Formation and Leadership Development
Communications
Children, Youth and Young Adult
Stewardship
Justice, Mission & Outreach
Annual Meeting Planning
Association of Ministers

Date of Divisional Meetings: Nov. 26, 2020

Report of the decisions and discussion items before the Division:

Dates of Committee Meetings:

Faith Formation and Leadership Development Nov. 13, 2020
Communications ∅
Children, Youth and Young Adult Nov. 26, 2020
Stewardship Nov. 23, 2020
Justice, Mission & Outreach Nov. 13, 2020
Annual Meeting Planning ∅
Association of Ministers Oct. 29, 2020
∅ = no meeting dates

Reports of the decisions and discussion items from the Committees:

Faith Formation and Leadership Development
Report Appendix I

Children, Youth and Young Adult

The new Chair is Paige Fraser, Families Ministries Leader, at Bedford United Church. The committee was meeting on Nov. 26.

Stewardship

The Stewardship Committee met together for the first time on Nov. 23. They can't go physically into communities because of the pandemic and a lot of older people don't have access to internet. They want to define the committee: who they are and how they are moving forward. There is some confusion about what M&S means and how administration expenses and funding are separated from Mission & Service expenses and funding in the new structure.

Report Appendix II

Justice, Mission & Outreach

The Chair, Anne Hoganson, expressed gratitude at the Division meeting for the opportunity for the committee to present at the recent recall of the Annual Meeting. There are still concerns about operating as a joint committee.

A discussion was held on how to raise various issues and how to clearly communicate to the local Communities of Faith. How to fit JMO issues into the local context. Education is not the total answer. The committee needs to be involved in consciousness raising; understanding how people feel and working with that. They must listen to the concerns of people and link up with them. Anne raised the possibility of collaborating with FFLD and Children, Youth and Young Adult Committees.

Laura Hunter has circulated a survey to receive input on communications for JMO. The Communications Committee Newsletter would be a good venue for getting out Justice information.

Appendix B - continued**REGIONAL SERVICES AND SUPPORT** - continued

Advertising for the Anti Racism Network is underway.

Ecological Justice Working Group: hosted a book study on Climate Church, Climate World by Jim Antal. From those who attended, a “network” is emerging and will connect with EJ Working Group. Mining issues in Nova Scotia continue to be a concern.

Access to Justice Working Group: Region 15 accepted the proposal to press the federal government for action on the recommendations of the Missing and Murdered Indigenous Women and Girls report.

Just Peace Working Group: created an online workshop about Palestinian Children and the Israeli Military. They have presented the workshop twice and congregations can use it. The Parliamentary petition dealing with the treatment of Palestinian children by the Israeli military has closed. 2454 people have signed it. It will be introduced to Parliament on Nov. 20 by Paul Manley.

Anne Hoganson is now the representative for Canada on the International Coordination Committee for Global Kairos for Justice (Kairos Palestine global partners).

Refugee Working Group: there have been no new refugee sponsorship applications submitted to government of Canada since Covid hit.

Indigenous Fisheries: A statement on the issue in Saulnierville was crafted for the Regions. Representatives went to Saulnierville.

A request for funding from the United Church in the Shelburne area to host three gatherings was approved: \$2,900. The objective of the gatherings would be to invite a dialogue on the lobster fishery on the South Shore.

Association of Ministers
Report Appendix III

Concerns of the Division and the Committees:

In our Stewardship discussion, we discussed about how PAR remittances come out of people's bank accounts on the 20th of each month while OAS and CPP go into their accounts three business days before the end of the month. The 20th of the month is when seniors' bank accounts are often at their lowest balance. This is an impediment to some people signing up for PAR. The PAR administrator at General Council has explained that changing the date for remittances would not work for General Council as the time frame is not enough for them to process and reconcile the month's PAR. Should the Region take this concern further?

Communications Chair, Kevin Cox, is discouraged with the disappointing response to the call for stories for a Region 15 Newsletter that was twice included in the Weekly Announcements. There wasn't a single response. The Chair has tried approaching people individually. He can write articles himself, but would prefer collaboration. The Division offered suggestions and some members will solicit articles from their committees. The Executive Minister noted that staff have different modes of communication and there will be a staff meeting on Dec. 2 about how to do communication better. Maybe Kevin can attend that meeting – Faith will find out.

Donnie Morrison, Chair

Division of Regional Services and Support

Appendix B - continued**REGIONAL SERVICES AND SUPPORT** - continued**Appendix I****Faith Formation and Leadership Development Report**

1. Worship Planning Discussion Group: Sharon Lohnes will send out an invitation to anyone interested in looking at the Lent RCL readings for a discussion of general themes and ideas, to be held via Zoom, with breakout rooms for more specific conversations about weekly planning. Tentative dates of Thurs. Jan. 14th and 21st beginning at 9am. Sharon and Kim will facilitate. Promotion in Reg 15 weekly announcements (Tracy Rose), Kevin's musician network, and promote the event on Facebook. The Regional Office can create a registration form through their website which will produce an Excel sheet with contact information
2. Carolina Tucker is looking at what is needed to support lay people who are interested in local leadership and how to best connect people in those roles. She notes that the role of lay people is changing and isn't well understood. Many people mistakenly think that you have to be a LLWL or ministry personnel to participate in worship leadership or facilitate a book study or retreat. Lay people tend to end up in administrative/committee work when their interest is really worship and spirituality. Possible specific activities include creating a short "how to" document or video for something such as Bible Study. Carolina has many excellent ideas and resources to explore and we anticipate a more clearly defined strategy for this project in January.
3. Kevin Parks is giving leadership to developing a network for church musicians. There is an active Facebook group called Music Leaders in the UCC East. About half the group's 78 members reside in Region 15. Kevin and other leaders in the group are working with Nova Scotia Choral Federation and Dr. Strang's office on producing clear written guidance in Public Health documents regarding safe singing practices in a pandemic. Other discussion/research points have focused on copyright issues and tech support for livestreaming.
4. Update from David Hewitt:
 1. M&P online workshop in October had 27 participants, and over 100 people from Region 15 and Ontario have registered for the one on annual reviews.
 2. Dave has been talking to Catherine Stewart about doing some lay leadership training on youth ministry for churches in shared ministry settings where expressions of youth ministry beyond a traditional youth group are possible.

Respectfully submitted,

Rev. Kim Curlett and Kevin Parks (Co-chairs)

Appendix B - continued**REGIONAL SERVICES AND SUPPORT** - continued**Appendix II****Stewardship Committee Report**

The Stewardship Committee met for the first time together this morning, Monday, November 23, 2020. We are currently a committee of 4. As this was our first meeting together via Zoom, we spent time getting to know each other and discussing our goals for this Committee. Putting together a mission statement defining who we are and what we are hoping to accomplish going forward were discussed. Discussion kept returning to the huge disconnect for many Communities of Faith since the change in the church structure from a 4-court system down to 3.

Our hope as a committee will be to get the word out there about all aspects of Stewardship. Roger Janes has offered his assistance and wealth of knowledge to our committee. Stewardship is hoping to reconnect with Communities of Faith. Covid-19 does not seem to be going anywhere, anytime soon, so we may be doing everything virtually with as many churches as possible. We will be discussing options in our upcoming meetings.

Appendix III**Association of Ministers Committee report, November 2020**

Since the last meeting of the Division (Oct. 8th) the Regional Committee has worked with our Advisory Team and consultant on a number of issues

- a. We are still lacking a DLM member for our committee;
- b. We have established a structure for an Association. In so doing, we are trying to keep in mind the vision that, eventually, this may form the kernel of a national Association. Thus, we are establishing a structure that can naturally grow as other Regions choose to come on board;
- c. We have adopted a logo and a more official designation: "aUCC: Your sanctuary";
- d. We have approved expenditures and further work to bring a website and communications hub on-line;
- e. We continue to explore the option for the federal registration of an Association and seek grants to fund such a step. This registration will clear the way for a relationship with the national church and begins the process of achieving non-profit recognition;
- f. We had a very valuable meeting with our staff person, David Hewitt, and Division Chair Donnie, to explore the Association's continuing relationship with the Region and how that might evolve in the most harmonious and helpful fashion. David was extremely helpful on a number of points and Donnie had secured answers to a couple of questions from Faith;
- g. We have clarified, again, that there is no provision for mandatory membership in an Association. Therefore:
- h. We have arranged for a letter to be sent from the Region to all those eligible for membership, inviting them to register their agreement to receive communication from the Association. The Regional Council holds the mailing list, and a one-time communication will invite potential Association members to register for communications. That letter will be coming out in the next couple of months.

Ross Bartlett

Chair, Association of Ministers Committee

Appendix C**MINISTRY RESOURCES****Divisional Reports to Regional Council Executive Regional 15
Division of Ministry Resources, December 7, 2020**

Division Name: Ministry Resources

Committees: Faith Story and Community Covenant
Future Directions
Licensing
Pastoral Relations
Retiree Support

Date of Divisional Meeting: November 27, 2020

Report of the discussions & decision from the Division:

The Division met on November 27th for its regular quarterly meeting to receive reports and updates on the work of the committees within this Division and review the financial statement for this Division.

The Division is also working on the Rural Connect Project and finding a shared storage site for Committee Minutes.

The following motions were approved by the Division:

- That Region 15 approve the disbanding of Brookdale United Church, McCully Pastoral Charge, effective immediately. Trustees have been appointed to work with Region 15 Property Committee on the disposition of remaining property. (A decommissioning service was held on November 8, 2020.)
- That the Pastoral Relations Committee recommend to the Division of Ministry Resources that the Regional Minister be authorized to engage the multiple part-time pastoral charges along the South Shore of Nova Scotia in discernment about alternative approaches to ministry leadership with a view to future viability and sustainability.
- Noted that Carol Smith asked to go on record as stating that the posting of ministry profiles on the HUB while this process is ongoing is confusing for pastoral charges.

Dates of Committee Meetings:

Faith Story and Community Covenant – October 27th, November 24th
Future Direction - November 25
Licensing -
Pastoral Relations – November 20
Retirees Support - No meetings

Reports of the decisions and discussion items from the Committees:**Faith Story and Community Covenant*****Report to Division of Ministry Resources******From Faith Stories and Community Covenants Committee, 27 November 2020***

Our committee met on 27 October and 24 November. We lost a committee member and gained one since our spring meeting, so we are continuing on as a committee of three, the Rev Heather Fraser, chair, the Rev Alex Constable, secretary, and new member the Rev Wayne Smith, plus staff support from David Hewitt. We invited the Rev Ivan Gregan as a guest consultant, because of his experience with the restructuring report Fishing from the Other Side, and he joined us for our goals setting meeting in October, and Division chair Anne Cameron joined us in November.

This past spring, we came up with a cluster meeting proposal that could be used for education, fellowship, and to check in with Communities of Faith, but given our limited volunteer resources, plus the monkey wrench thrown into the works by Covid-19, we determined it is too ambitious a project to carry out at this time.

Appendix C - continued

MINISTRY RESOURCES - continued

We are passing the proposal on to the Division, pending the results of the current consultations by Future Directions, with hopes that it's something that can be revived in the future.

We have determined two goals to carry out in the short term. The first one is to create a Self Assessment form for Communities of Faith, to be filled out annually, which is a new Manual requirement. Our intention is to create a one page form to be sent to all CoFs in Region 15 in March to be returned by the end of April, just before the Regional Annual Meeting. We will be contacting all committees in the Region shortly to ask them what one question they would like answered by the CoFs in the Region.

The second goal is to set out an annual act of to renew the covenants between Region 15 and the CoFs within the region. Thanks to the work of Ivan Gregan, we have generated a preamble and two prayers intended to be spoken in public worship once a year during the week of the Regional Annual Meeting. CoFs will be asked to also say the prayer in their local setting the nearest week to the meeting. It is intended to be a liturgical reminder that we are all in this together. Our proposed prayers, intended to go next to the Regional Executive and the Annual Meeting Planning Committee, follow on the second page of this document.

Submitted by the Rev Heather Fraser, Chair, Faith Stories and Community Covenants.

Future Direction Committee for Region 15

The Future Direction Committee is part of the Strategic Planning Task Group and they met on November 25th. This Group will be updating the Region 15 Executive on their work, sometime soon.

Licensing

Reported by John Moses, Chair, that it has been fairly busy this fall. Completed 9 interviews for LLWLs, new and reapplying. Still have a lot of people licensed under presbyteries who have not moved to be re-licensed. Working on looking at terms of reference for LLWLs, in particular length of time in individual pastoral charges. Also considering labour law implications, with Executive Minister, Faith March-MacCuish consulting legal sources.

The following motions were approved by the Licensing Committee:

- that Angela Clifton be granted authorization to administer the sacraments (baptism and communion) and a marriage license for the duration of her appointment as a student minister at the Bridgewater Pastoral Charge, from November 1, 2020 to June 30, 2021.
- that Donald MacKay be re-licensed as a lay worship leader within Region 15 for the period October 29, 2020 to October 29, 2021.
- that Donna Kelly be licensed as a lay worship leader within Region 15 for the period November 6, 2020, to November 6, 2022.
- that Janet Sollows be re-licensed as a Lay Worship Leader within Region 15 for a two-year period from November 10, 2020 to November 10, 2022.
- that Dianne Kempt, DLM, be authorized for sacraments (baptism and communion) and be given a marriage license for the duration of her appointment to the Bouladerie Pastoral Charge: October 18, 2020, to January 16, 2021.

John Moses, Chair

Pastoral Relations

The following motions were approved by the Pastoral Relations Committee,

- that Region 15 approve the Request for Change in Pastoral Relations of Russ Daye with St. Andrew's United Church, Halifax, effective April 1, 2021.
- that Region 15 approve the Living Faith Story and Profile materials for Clyde-Carleton Pastoral Charge and direct the Regional Minister to work with the Pastoral Charge on possible collaboration opportunities. Search is not authorized at this time.
- that Region 15 approve the Renewal of Appointment of Heather Fraser with St. Luke's United Church, Tantallon, 32 hours per week, January 1, 2021 to April 11, 2021.

Appendix C - continued**MINISTRY RESOURCES** - continued

- that Region 15 approve the Living Faith Story and Profile materials for First United Church, Trenton, and authorize Search for full-time ministry personnel to begin. Thanks to Jim Webber-Cook for continuing as Liaison with Trenton.
- that the Pastoral Relations Committee recommend to the Division of Ministry Resources that the Regional Minister be authorized to engage the multiple part-time pastoral charges along the South Shore of Nova Scotia in discernment about alternative approaches to ministry leadership with a view to future viability and sustainability.

For information:

1. General Council has clarified the procedures for Renewals of Appointment. The main change is the requirement that ministry personnel are responsible to enter their availability on ChurchHub. All 30 ministry personnel in Appointments ending in 2021 have been notified of this change.
2. The ChurchHub posted position description for the collaborative ministry in Lower Musquodoboit and Middle Musquodoboit Pastoral Charges has been updated to include the possibility of SME.
3. Woodlawn Council meets next week to receive a proposal for Interim Ministry from their Profile Team.
4. Tatamagouche Pastoral Charge has declined the invitation to collaborate with Wentworth Pastoral Charge.

Tom Woods, Chair

Retirees Support Committee – November 27th, 2020

This fall has been busy as we prepared a proposal for a Review of the Green Shield Health Care Plan, to forward to the Recall Meeting of the Annual Meeting, scheduled for November 5th, 2020. The proposal had to be in place by midnight, October 22, 2020. I offer my thanks to Rev. Faith March- MacCuish for her input and help in creating the proper format for the proposal.

At the webinar for Proposal discussion was held November 3rd, 2020, and it was moved by Anne Cameron, Seconded by Jane MacDonald that the proposal go to the full Zoom meeting, November 5th, 2020. (I was not able to attend this meeting.)

A copy of the proposal is available on Region 15 website – uceast.ca under Annual Meeting heading. I will attach it here as well. There was quite a bit of discussion on the Nov. 5th Zoom Call – pros and cons for a review. Rev. Alan Hall from the National Office was on the Nov. 5th call – we hope to have further conversation with him for clarification on a number of items.

Our connections are via email – team and larger group for the most part. When the time is right, we will suggest gathering in clusters.

Wanalda Parsons does sent out sympathy cards to various families when there are deaths in Region 15.

Ruth Gamble, Chair

Concerns of the Division and the Committees:

None expressed at this time.

Recommended Motions from the Division to the Executive:**Motion:**

“That Region 15 approve the disbanding of Brookdale United Church, McCully Pastoral Charge, effective immediately.” (Trustees have been appointed to work with Region 15 Property Committee on the disposition of remaining property.)

Motion:

“That the Pastoral Relations Committee recommend to the Division of Ministry Resources that the Regional Minister be authorized to engage the multiple part-time pastoral charges along the South Shore of Nova Scotia in discernment about alternative approaches to ministry leadership with a view to future viability and sustainability.”

Appendix D

STAFF COMMITTEE

December 12, 2020

Tri-Region (Fundy St. Lawrence Dawning Waters (FSLDW), 15, First Dawn Eastern Edge
Staff Support Committee Meeting, Eastern Region UCC

Report to Regional Executive(s)

Members: Rev. Faith March-MacCuish, Executive Minister
Rev. Paula Gale (First Dawn Eastern Edge)
Jim Evans (First Dawn Eastern Edge – new member)
Rev. Derek Elsworth (Region 15)
Rev. Lesley Hamilton (Region 15)
Martha Vickers (FSLDW)
Rev. Debbie Aitken (FSLDW)

Resigned: Rev. Paul Vardy (First Dawn Eastern Edge).

The Tri-Regional Staff Support Committee for the Eastern Region of The United Church of Canada met virtually via Zoom platform December 1, 2020. This was the first meeting of the committee since the COVID-19 Pandemic declaration in March 2020.

- Update from Faith re how staff are doing since the pandemic began in March.
 - a. Coping but are weary. When the pandemic was declared, work quickly shifted from the office to home setting, requiring staff to adapt to a new way of continuing work virtually. Increased workload for all: the support staff have extra bulletins, memos, and weekly online newsletters to prepare and distribute. New events such as Town Halls have been embraced as another means of connecting with many across our regions. The regional ministers in particular have markedly heavy workloads with many 1:1 issues. Weekly online newsletters Vacations were able to be taken by staff over the past number of months. Plans are underway for a different but meaningful Christmas celebration with staff this year.
 - b. Special celebration of ministry services were organized (3) and held in person. Respecting the COVID-19 restrictions, new clergy were welcomed into the Eastern Region of The United Church of Canada. Staff support to make these happen was acknowledged.
 - c. Annual General Meetings were held virtually in all 3 regions this fall. Faith commended the team work of the support staff which was vital to each meeting's success.
- Memorandum of Understanding (MOU) – reviewed by Faith.
 - a. 360 review process got staff. Faith continues this process.
 - b. Meetings with staff continue every 8 weeks (virtually) with Faith. This allows an opportunity to inquire re “hot spots” and a “check-in” as to how they are doing.
 - c. Communication tools – Faith reported that an extra gathering has been organized this month for staff to learn, and re-learn, tools which will facilitate clearer communication between all staff.
 - d. A discussion was held regarding obtaining feedback from the staff who work across the 3 Regions, and how they are doing in their respective roles (now in year 2 of the new organizational structure).
 - e. The possibility of another Zoom virtual meeting with staff was discussed. The one held 12/2019 was very insightful to issues being experienced in the first year of the new structure.
 - f. 4 meetings/year will be organized for the Tri-Regional Staff Support Committee. Following discussion, it was felt the committee would then be able to provide Faith with more timely support when necessary, and as well facilitate a more regular “check-in” should support be required. This would then link more clearly with our Terms of Reference.

Respectfully submitted,

*Martha Vickers
Region FSLDW Reporting Member Tri-Region (14, 15, 16) Staff Support Committee
United Church of Canada*

Appendix E**UNITED CHURCH WOMEN**

Maritime United Church Women
Region 15 December 2020 update

The purpose of the United Church Women is to unite women of the congregation for the total mission of the church and to provide a means through which we may express our loyalty and devotion to Jesus Christ in Christian witness, study, fellowship and service. One of our greatest challenges as an executive continues to be on the “uniting” end.

Our Executive held our fall meeting over zoom on November 17th. The MUCW Executive includes the 14 UCW districts (or former Presbyterials) Presidents and/or contacts for Region 15 and Fundy St. Lawrence Dawning Waters. Reports were received for 10 of 14 districts. There are several districts that no longer have Presidents or contacts and it remains difficult to know which pastoral charges have active UCW's. The latest initiative, a blanket email through the Regional Councils weekly announcement email has had some positive response and efforts will continue to connect with all UCW units in our two Regions.

In general, UCW's units struggled along with the restrictions of COVID 19 during the spring/summer with most if not all scheduled meetings and gatherings being postponed or canceled. This fall, several units have been holding their regular meetings on conference calls or virtually over zoom and there are some gatherings or lunch outs, but very few are actually meeting. As for the fundraising in which UCW's are so noted for, the majority of the work has been put on hold. There have been a few pockets of creative planning with some groups holding online plant sales and bazaars (with curbside pick-up), no-bake sales, take-out meals, and a “New to You” sale but much of this fundraising is designated to Christmas outreach projects. Concern is growing over how we will continue to support our Mission and Service fund during this time of COVID 19 restrictions. Considering that in 2019 Region 15 UCW's gave \$79,490 and UCW's Nationally gave \$1,020,034 this support is sure to be missed. Of equal concern is the news that two of our UCW's (Carleton-Kirk and Wentworth) are disbanding and a third unit is considering it. When contacted by our President the reason cited was “their inability to fundraise”. These groups made the decision to disband with-out seeking support from or contacting the MUCW or following the protocol in the National Handbook. We are greatly concerned of the affect that COVID may be having on our units and the need to connect and support our local UCW's is even more important at this time.

Our “Maritime UCW News” was published in October and is now available as an e-newsletter. Paper format will remain available at yearly subscription cost of \$7.00. Consideration is being made for it to be uploaded to our Council website in efforts to connect more units. An editor has been named for the “Keeping in Touch” National UCW newsletter and we are awaiting instruction on the next step. The newsletter will be made available on the United Church of Canada Website.

Our 60th Anniversary committee continues to work behind the scenes to plan for the July 11-15, 2022 event in North Sydney, NS. The committee is looking for volunteers in the North Sydney area to help out at the time of the event. We are calling out to the Regions Faith Communities for glass communion cups which are no longer needed. These will be “repurposed” by engraving and distributing (for use and take home) during the communion service on the closing morning. Please contact Ruth Kennedy or myself to arrange pick-up/delivery.

Our regular National Executive meeting which was scheduled for November has been postponed into January due to a health issue of our President. Promotion continues for the National Initiative, Women for Change Zambia. The WFC is already an organization the Mission and Service works with, and we will be asking for financial support throughout 2021 and 2022.

Other news, our President, Ruth Kennedy who had been filling the rolls of president, past-president and nominations has resigned her position to fill the role of secretary which was recently made vacant.

Appendix E - continued**UNITED CHURCH WOMEN** - continued

Vice President, Elaine Burrows steps into Presidents position and Marilyn Bubar and Debbie Hawkins will share the vice-president. Elaine as President will be the new representative to FSLDW Regional Council.

Finally, in December our annual statistics form will go out to our districts to collect 2020 data. This remains a vital means of keeping us up to date with our units. Our next meeting is scheduled for March 22nd.

Debbie Hawkins
Co-vice President
MUCW Representative to Region 15
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